



NATIVE AMERICAN SPIRITUAL LEADER  
Final Filing Date: CONTINUOUS

OPEN - SPOT

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

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| EXAMINATION BASE                   | CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)<br>SPOT EXAMINATION FOR:<br><br>SEE ATTACHED LISTING  |
| WHO SHOULD APPLY                   | Applicants who meet the minimum qualifications as stated below and who have not previously tested with CDCR during this testing period. CDCR testing period(s) for this examination is: <b>January - December</b> . Applications will not be accepted on a promotional basis.  |
| HOW TO APPLY                       | Submit applications to one of the address(es) indicated on the attached listing of Local Testing Offices. Candidates may only establish eligibility in one location. Applications may be filed in person or by mail.<br><br><b>NOTE:</b> Only applications with an original signature will be accepted.<br><br><b>NOTE:</b> The wearing of denim or gray sweats on institution grounds is prohibited.  |
| APPLICATION DEADLINE/ REQUIREMENTS | Each testing office will accept applications continuously and will notify and test applicants as needed.<br><br>All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.   |
| TEST DATE                          | To learn more about examination date(s), contact the testing office(s) indicated on this bulletin.   |
| SALARY RANGE(S)                    | As of: <u>March 27, 2014</u><br><br>\$3,894 - \$5,110  |
| MINIMUM QUALIFICATIONS             | Currently recognized as a spiritual leader and in good standing with his/her Native American Tribe, Nation, Band or Rancheria. (All candidates must attach to their application a letter of certification of good standing issued by his/her Native American Tribe, Nation, Band or Rancheria.) <b>and</b><br><br><b>Experience:</b> Two years of experience as a recognized Native American spiritual leader practicing in a setting recognized by his/her Native American Tribe, Nation, Band or Rancheria.<br><br><b>Special Personal Characteristics:</b> Must show that he/she embodies fundamental Native American cultural/spiritual values with ability to effectively teach these values and instill them in others. Ability to work in the cross-cultural institutional setting; insight into the factors involved in the development of behavior problems; demonstrate aptitude for working effectively with an interest in the welfare and spiritual needs of institution residents; emotional stability; adaptability; firmness; patience; self-control; tact; good communication skills; neat personal appearance; good judgment in moral, ethical, and spiritual matters.   |
| EXAMINATION PLAN                   | <p>This examination will consist of a Qualifications Appraisal Interview only. The interview will include a number of predetermined job-related questions. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained in the interview. <b>CANDIDATES WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.</b></p> <p><b>Qualifications Appraisal -- Weighted 100.00%</b></p> <p><b>Scope:</b><br/>Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:</p> <p><b>A. Knowledge of:</b></p> <ol style="list-style-type: none"><li>1. A Native American ceremony or cultural event.</li><li>2. Factors involved in the development of behavior problems and methods of rehabilitation.</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>1. Organize, prepare, and conduct Native American ceremonies and cultural events.</li><li>2. Instruct activities in Native American music and in the oral tradition.</li><li>3. Counsel institution residents and their families on moral and ethical problems.</li><li>4. Establish rapport with inmates/youthful offenders.</li><li>5. Analyze situations accurately and take an effective course of action.</li></ol> <p><b>If conditions merit</b>, this examination may consist solely of an evaluation of each candidate's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care to accurately complete their application. List all experience relevant to the "Minimum Qualifications" shown on this announcement. In order to obtain a position on the eligible list, a minimum rating of 70.00% must be attained.</p> |

ELIGIBLE LIST INFORMATION

A separate eligible list will be established to fill vacancies for the institution(s) on the attached listing. Names of successful candidates are merged onto the list(s) in order of final scores, regardless of date. Eligibility expires **24** months after establishment, unless the needs of the service and conditions of the list(s) warrant a change in this period.

POSITION DESCRIPTION AND LOCATION(S)

A **Native American Spiritual Leader**, under direction, provides spiritual and moral guidance to inmates/youthful offenders of State correctional institutions; conducts Native American spiritual ceremonies, oral traditions, cultural studies; interviews and counsels inmates on ethical and moral problems and spiritual matters, and cultural perspective; conducts and facilitates the conduct of Native American spiritual ceremonies including but not limited to the drum and revitalization ceremonies; verifies marriages and facilitates other ceremonies as needed by institution inmates/youthful offenders; organizes and instructs activities in Native American spiritual expression, oral tradition, ethics, cultural heritage, and sacred music; cooperates with other staff members in carrying out the institution treatment programs; supervises the arranging of programs conducted in the institution by visiting religious, cultural, and allied groups; counsels with families on problems involved in rehabilitation; explains and interprets the institution's religious program to community groups and to correctional personnel; serves, when designated, as a member of or consultant to the institution classification committee and does other related work.

Position(s) exist at institution(s) listed on the attached listing with CDCR

SPECIAL TESTING ARRANGEMENTS

If you have a disability and need special testing arrangements, mark the appropriate box on the "Examination Application." You will be contacted to make specific arrangements.

VETERANS' PREFERENCE/ CAREER CREDITS

Veterans' Preference will be granted in this examination. Due to changes in the law, which were effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive Veterans' Preference. Career credits will not be granted in this examination.

GENERAL INFORMATION

Applications are available at CDCR offices, California Department of Human Resources (CalHR) offices, local offices of the Employment Development Department, and online at <http://jobs.ca.gov/Profile/StateApplication>.

**Veterans' Preference:** California law allows the granting of Veterans' Preference in any **Open** examination. **Veterans' Preference will be awarded as follows, starting on January 1, 2014:** 1) any veteran, widow or widower of a veteran, or spouse of a 100% disabled veteran, who achieves a passing score in an open examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for Veterans' Preference; 2) Veterans' Preference is not granted once a person achieves permanent civil service status.

Directions to apply for Veterans' Preference are available at the CalHR's website by clicking on the following link: [Veterans Preference Application \(CALHR 1093\)](#). Additional information can also be found at Department of Veterans Affairs' website at [www.jobs.ca.gov/job/VeteransInformation](http://www.jobs.ca.gov/job/VeteransInformation).

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the Department if the circumstances under which this examination was planned changed. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions, youth facilities, and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**If you meet the requirements** stated in this bulletin, you may take this examination. Possession of the entrance requirement(s) does not assure success in the examination or placement on the employment list. All candidates who pass the examination described in this bulletin will be ranked according to their scores.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
Telecommunications Relay Service (TRS): DIAL 7-1-1  
[www.cdcr.ca.gov](http://www.cdcr.ca.gov)

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS

ATTACHED LISTING: ADULT FACILITIES

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| <p>AVENAL STATE PRISON<br/>P.O. BOX 8<br/>#1 Kings Way<br/>Avenal, CA 93204<br/>(559) 386-0587 EXT. 5082<br/>TRS: DIAL 7-1-1</p>  | <p>CALIFORNIA STATE PRISON, SAN QUENTIN<br/>San Quentin, CA 94964-1086<br/>(415) 454-1460 EXT. 5021<br/>TRS: DIAL 7-1-1</p>  | <p>MULE CREEK STATE PRISON<br/>P.O. Box 409099<br/>4001 Highway 104<br/>Ione, CA 95640<br/>(209) 274-4911 EXT. 5261<br/>TRS: DIAL 7-1-1</p>   |
| <p>CALIFORNIA CORRECTIONAL CENTER<br/>P.O. BOX 790<br/>711-045 Center Road<br/>Susanville, CA 96127-0001<br/>(530) 257-2181 EXT. 4397<br/>(800) 735-2922<br/>TRS: DIAL 7-1-1</p>                  | <p>CALIFORNIA STATE PRISON, SOLANO<br/>P.O. BOX 4000<br/>2100 Peabody Road<br/>Vacaville, CA 95696-4000<br/>(707) 451-0182 EXT. 5557<br/>TRS: DIAL 7-1-1</p>                             | <p>NORTH KERN STATE PRISON<br/>P.O. Box 5007<br/>2737 West Cecil Avenue<br/>Delano, CA 93216-5007<br/>(661) 721-2345 EXT. 5325<br/>TRS: DIAL 7-1-1</p>  |
| <p>CALIFORNIA CORRECTIONAL INSTITUTION<br/>P.O. BOX 1031<br/>24900 Highway 202<br/>Tehachapi, CA 93581<br/>(661) 822-4402 EXT. 4223<br/>TRS: DIAL 7-1-1</p>                                       | <p>CALIPATRIA STATE PRISON<br/>P.O. BOX 5001<br/>7018 Blair Road<br/>Calipatria, CA 92233<br/>(760) 348-7000 EXT. 5229<br/>TRS: DIAL 7-1-1</p>   | <p>PELICAN BAY STATE PRISON<br/>P.O. BOX 7200<br/>5905 Lake Earl Drive<br/>Crescent City, CA 95532-7200<br/>(707) 465-9028<br/>TRS: DIAL 7-1-1</p>  |
| <p>CALIFORNIA HEALTH CARE FACILITY<br/>P.O. Box 32050<br/>7707 S. Austin Road<br/>Stockton, CA 95215<br/>(209) 467-2629<br/>TRS: DIAL 7-1-1</p>   | <p>CENTINELA STATE PRISON<br/>P.O. BOX 731<br/>2302 Brown Road<br/>Imperial, CA 92251<br/>(760) 337-7900 EXT. 5218<br/>TRS: DIAL 7-1-1</p>   | <p>PLEASANT VALLEY STATE PRISON<br/>P.O. BOX 8506<br/>24863 West Jayne Avenue<br/>Coalinga, CA 93210-1135<br/>(559) 935-4966<br/>TRS: DIAL 7-1-1</p>  |
| <p>CALIFORNIA INSTITUTION FOR MEN<br/>P.O. BOX 128<br/>14901 Central Avenue<br/>Chino, CA 91710<br/>(909) 597-1821 EXT. 4440<br/>TRS: DIAL 7-1-1</p>  | <p>CENTRAL CALIFORNIA WOMEN'S FACILITY<br/>P.O. BOX 1501<br/>23370 Road 22<br/>Chowchilla, CA 93610-1501<br/>(559) 665-5531 EXT. 5041<br/>TRS: DIAL 7-1-1</p>                            | <p>RICHARD J. DONOVAN CORRECTIONAL FACILITY<br/>480 Alta Road<br/>San Diego, CA 92179<br/>(619) 661- 7868<br/>TRS: DIAL 7-1-1</p>   |
| <p>CALIFORNIA INSTITUTION FOR WOMEN<br/>P.O. Box 6000<br/>Corona, CA 92878-6000<br/>16756 Chino-Corona Road<br/>Corona, CA 92880-9508<br/>(909) 597-1771 EXT. 5530<br/>TRS: DIAL 7-1-1</p>        | <p>CHUCKAWALLA VALLEY STATE PRISON<br/>P.O. BOX 2289<br/>Blythe, CA 92226<br/>19025 Wiley's Well Road<br/>Blythe, CA 92225<br/>(760) 922-5300 EXT. 5202<br/>TRS: DIAL 7-1-1</p>          | <p>SALINAS VALLEY STATE PRISON<br/>P.O. BOX 1020<br/>31625 Highway 101<br/>Soledad, CA 93960<br/>(831) 678-5500 EXT. 5584<br/>TRS: DIAL 7-1-1</p>   |
| <p>CALIFORNIA MEDICAL FACILITY<br/>P.O. Box 2000<br/>1600 California Drive<br/>Vacaville, CA 95696-2000<br/>(707) 453-7082<br/>TRS: DIAL 7-1-1</p>  | <p>CORRECTIONAL TRAINING FACILITY<br/>P.O. BOX 686<br/>Highway 101 North<br/>Soledad, CA 93960-0686<br/>(831) 678-3951 EXT. 4570<br/>TRS: DIAL 7-1-1</p>                                 | <p>SIERRA CONSERVATION CENTER<br/>5100 O'Byrnes Ferry Road<br/>Jamestown, CA 95327<br/>(209) 984-5291 EXT. 5137<br/>TRS: DIAL 7-1-1</p>   |
| <p>CALIFORNIA MEN'S COLONY<br/>P.O. Box 8101<br/>Highway 1<br/>San Luis Obispo, CA 93409-8101<br/>(805) 547-7900 EXT. 7943<br/>TRS: DIAL 7-1-1</p>  | <p>DEUEL VOCATIONAL INSTITUTION<br/>P.O. BOX 400<br/>23500 Kasson Road<br/>Tracy, CA 95378-0400<br/>(209) 835-4141 EXT. 5635<br/>TRS: DIAL 7-1-1</p>                                     | <p>SUBSTANCE ABUSE TREATMENT FACILITY &amp; STATE PRISON at CORCORAN<br/>P.O. BOX 7100<br/>900 Quebec Avenue<br/>Corcoran, CA 93212-7100<br/>(559) 992-7100 EXT. 5646<br/>TRS: DIAL 7-1-1</p> |
| <p>CALIFORNIA REHABILITATION CENTER<br/>P.O. BOX 1841<br/>5<sup>th</sup> and Western<br/>Norco, CA 92860<br/>(951) 273-2945<br/>TRS: DIAL 7-1-1</p>   | <p>FOLSOM STATE PRISON<br/>P.O. BOX 71<br/>300 Prison Road<br/>Represa, CA 95671<br/>(916) 985-2561 EXT. 4785<br/>TRS: DIAL 7-1-1</p>  | <p>VALLEY STATE PRISON<br/>P.O. BOX 99<br/>21633 Avenue 24<br/>Chowchilla, CA 93610-0099<br/>(559) 665-6100 EXT. 5603<br/>TRS: DIAL 7-1-1</p>   |
| <p>CALIFORNIA STATE PRISON, CORCORAN<br/>P.O. BOX 8800<br/>4001 King Avenue<br/>Corcoran, CA 93212-8309<br/>(559) 992-8800 EXT. 5009<br/>TRS: DIAL 7-1-1</p>                                      | <p>HIGH DESERT STATE PRISON<br/>P.O. BOX 270220<br/>Susanville, CA 96127-0220<br/>475-750 Rice Canyon Road<br/>Susanville, CA 96130<br/>(530) 251-5100 EXT. 5634<br/>TRS: DIAL 7-1-1</p> | <p>WASCO STATE PRISON<br/>RECEPTION CENTER<br/>P.O. BOX 8800<br/>701 Scofield Avenue<br/>Wasco, CA 93280-8800<br/>(661) 758-8400 EXT. 5192<br/>TRS: DIAL 7-1-1</p>                            |
| <p>CALIFORNIA STATE PRISON, LOS ANGELES COUNTY<br/>Attn: Personnel Office<br/>44750 60<sup>th</sup> Street West<br/>Lancaster, CA 93536-7620<br/>(661) 729-2000 EXT. 5229<br/>TRS: DIAL 7-1-1</p> | <p>IRONWOOD STATE PRISON<br/>P.O. Box 2229<br/>19005 Wiley's Well Road<br/>Blythe, CA 92226<br/>(760) 921-3000 EXT. 5403<br/>TRS: DIAL 7-1-1</p>   |   |
| <p>CALIFORNIA STATE PRISON, SACRAMENTO<br/>P.O. BOX 290010<br/>Represa, CA 95671-0010<br/>(916) 985-8610 EXT. 5336<br/>TRS: DIAL 7-1-1</p>  | <p>KERN VALLEY STATE PRISON<br/>P.O. Box 6000<br/>3000 West Cecil Avenue<br/>Delano, CA 93216<br/>(661) 721-9488 EXT. 5606<br/>TRS: DIAL 7-1-1</p>                                       |   |

ATTACHED LISTING: JUVENILE JUSTICE FACILITIES

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| N.A CHADERIJAN YOUTH CORRECTIONAL FACILITY<br>P.O Box 213014<br>Stockton, CA 95213-9014<br>(209) 944-6181       | O.H CLOSE YOUTH CORRECTIONAL FACILITY<br>P.O Box 213001<br>Stockton, CA 95213-9001<br>(209) 944-6181 | VENTURA YOUTH CORRECTIONAL FACILITY<br>3100 Wright Rd.<br>Camarillo, CA 93010<br>(805) 278-3724 |
| NORTHERN CALIFORNIA YOUTH CORRECTIONAL FACILITY<br>P.O. Box 213004<br>Stockton, CA 95213-9004<br>(209) 944-6181 |  |   |